

# HOUSE RESEARCH

## Bill Summary

**FILE NUMBER:** H.F. 2447  
**Version:** As introduced

**DATE:** March 4, 2014

**Authors:** Falk and others

**Subject:** Time off for Veterans Day events

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Requires that employers provide time off to veterans who would be required to work on November 11<sup>th</sup>. Employers would have the discretion to offer this as paid time off or unpaid time off. An exception is also created to allow employers to deny time off if necessary for public health or safety, or if granting time off would cause the employer significant economic or operational disruption. Under the bill, employees must provide an employer with 30 days written notice of intent to take time off for Veterans Day, as well as a copy of the employee's DD214 or similar documentation of service. The employer must notify the employee at least ten days prior to Veterans Day whether the time off is approved, and whether it will be paid or unpaid. If the employer cannot satisfy all requests for time off under this section, they must deny requests for the minimum number of employees possible.